

# Program Insights



## Enhancing the Diversity of the NIH-Funded Workforce Program



Last week the *Program Insights* newsletter covered **application clarifications for NRMN** and **award oversight**. This week's newsletter addresses **program evaluation** and how to handle an **application with multiple PIs**. If you've missed previous newsletters, look for them on the Diversity program website: <http://commonfund.nih.gov/diversity/newsletter>.

**REMINDER:** Applications must be received by NIH CSR no later than April 2, 2014. Applications should follow the PHS 398 application instructions and any additional instructions found in the FOAs. Five copies of any appendices should be submitted on clearly labeled CDs (not paper) and the check box on the application indicating appendices should be marked. Questions should be directed to the program contacts [Dr. Toya Randolph, [toya.randolph@nih.gov](mailto:toya.randolph@nih.gov) (BUILD) or Dr. Pamela Thornton, [pamela.thornton@nih.gov](mailto:pamela.thornton@nih.gov) (CEC and NRMN)].

### Program Evaluation

As a whole, the Diversity program aims to develop and test new ways of training and mentoring young scientists from diverse backgrounds, with the ultimate goal of enhancing the diversity of the biomedical research workforce on a large scale. Critical to this goal is the rigorous evaluation of novel and innovative approaches to training and mentoring to understand what works and for whom, and broad dissemination of successful approaches.

The CEC will facilitate the establishment of hallmarks of success for a biomedical research career and determine measurable program-wide goals toward those hallmarks. The CEC will also be responsible for the development of appropriate instruments and processes to evaluate the impact of BUILD and NRMN activities on program participants. To this end, it will coordinate the collection of data from BUILD and NRMN

awardees and other sources, assess the data in an ongoing way, provide feedback to the Consortium, and facilitate an iterative process of program adjustment to maximize the research benefit of BUILD and NRMN activities. The CEC will also serve as the focal point for dissemination to the broader research training and mentoring communities, enabling wide-spread adoption of successful approaches and expanding the reach of the program.

Members of the CEC are expected to have experience in evaluation, collaboration, coordination, communication, and consensus-building among diverse groups of stakeholders. Refer to the CEC FOA for more details about CEC activities, required expertise, and application requirements.

In carrying out its stewardship of research workforce diversity initiatives, the NIH will evaluate the CEC, BUILD and NRMN programs continuously over the first five years of the program.

### Multiple PIs

The applications for all three initiatives allow for the option of multiple Principle Investigators (PIs). Applications with multiple PIs must include a leadership plan and must justify the need for and contribution of multiple PIs and cooperative activities. There must be an approach outlined for conflict resolution in this plan. There is no limit to the number of PIs or their respective locations. Only one institution will be the Primary Institution for the award. As an alternative, an application can include collaborators as co-investigators rather than multiple PIs. Co-investigators typically devote a specified percentage of time to the project and are considered senior/key personnel, but do not affect the PD/PI's roles and responsibilities as specified in the NIH Grants Policy Statement (NIH GPS).

### BONUS Tip of the week:

Drs. Randolph and Thornton have received several questions regarding review of the cores. Several people have asked if the applications will be reviewed as a whole, or if they will be broken up and each core reviewed individually. Applications will be reviewed as a whole by each assigned reviewer. This means key material can be referred to from one section to another, but should still be presented so reviewers can easily evaluate each core.